

Sauk Valley Community College
June 24, 2024

Action Item 4.2

Topic: **FY 2025 Staff Increases**

Mission: **Sauk Valley Community College is dedicated to teaching and scholarship while engaging the community in lifelong learning, public service, and economic development.**

Presented By: **Dr. David Hellmich, Kent Sorenson, and Kathryn Snow**

Presentation:

The College implemented a salary schedule for staff in 2019, which has fourteen steps: steps 1 through 8 receive a 2.5% merit increase for each next step advanced and steps 9 through 14 receive a 1% merit increase for each step advanced.

Additionally, to ensure the College continues to retain quality employees and remains competitive in the employment market, the salary schedule can be adjusted annually to reflect cost-of-living or employment adjustments. Employees with a hire date before 1/1/2024 who receive a satisfactory performance review during the Spring 2024 evaluation process will be eligible for step increases for FY2025 effective June 24, 2024. Due to minimum wages increases and cost-of-living increases, administration is recommending employees who will earn less than \$16.00 per hour in FY 2025 be increased to \$16.00 per hour, which will allow assist in retaining employees and attracting future employees.

Recommendation:

The administration recommends the Board approve step increases for eligible staff and a 2% cost-of-living adjustment to the FY 2025 salary schedule effective June 24, 2024. Additionally, the administration recommends an increase to \$16.00 for employees who will earn less than \$16.00 per hour for FY 2025.